

Diversity Talking Points

Summary

Diversity Talking Points

1

What is diversity?

- Common understanding
- Discuss what it means to you

2

What are the types of diversity?

- Recognize there are different levels of diversity

3

Bringing my full self to work

- We value you, all of you
- Recognize the consequences when you can't bring your true self to work

4

How do I help promote an inclusive culture?

- We value you but how do you show that you value the diversity of others.

What is diversity?

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organizations with which they interact.

Source: VA Employee Diversity Training Module

What are the types of Diversity?

WHAT ARE THE TYPES OF DIVERSITY?



Bringing our **full** selves to work

AKA No need to code switch

We value you and everyone's:

Ideas

Background

Uniqueness

Personality

Opinions

Bringing our full selves to work

- Real story

- New manager told an individual that he envisioned all of his subordinates being very outspoken and aggressive.
- This individual was very soft spoken.
- She tried to comply because she liked her job
- Eventually, it ate away at her and hurt her performance

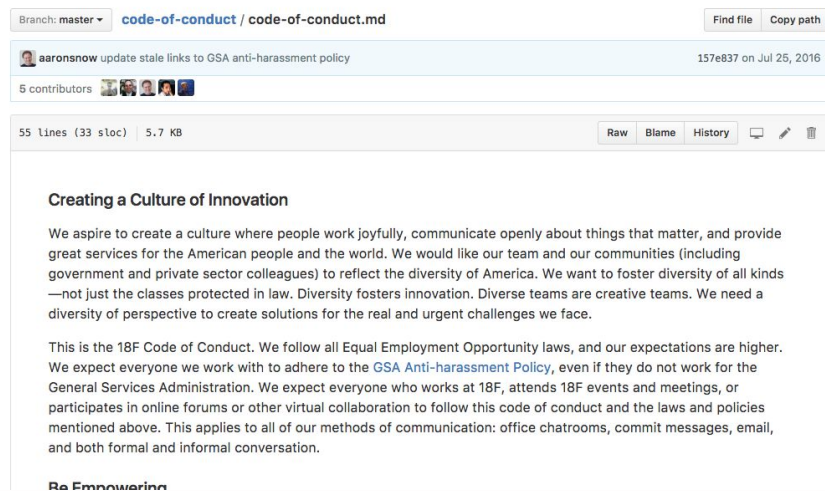


How do we help promote an inclusive culture

“The Do’s”

How do we help promote an inclusive culture?

1. Read and adhere to the TTS Code of Conduct



How do we help promote an inclusive culture?

2. Respect others' opinions

How do we help promote an inclusive culture?

3. Acknowledge cultural / generational differences and historical injustices without becoming defensive

How do we help promote an inclusive culture?

4. Respect others' identities

How do we help promote an inclusive culture?

5. Notice and pursue opportunities to embody these values in the products you design and build, in the processes you create, in the examples you give when teaching, etc.

How do we help promote an inclusive culture?

6. Be aware of any privileges you have, which can change in different situations.

How do we help promote an inclusive culture?

7. Work toward being an ally to people in a diverse community, especially if missteps occur:

- **Acknowledge**
- **Apologize**
- **Act**

How do we help promote an inclusive culture

“The Don’ts”

- Don't stereotype.
- Don't judge others by your own cultural standards.
- Don't assume your culture's way is the only way.
- Don't talk down to anyone. Look out for “well actually”s or being condescending.
- Don't assume everyone has the same knowledge, explain things like technical jargon and government acronyms.

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Thanks!

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Diversity Talking Points

Prep Deck

The following slide deck contains the material for the Diversity Talking Points as well as instructions to follow to ensure you can successfully facilitate the conversation.

AKA “The Teacher’s Version”

This slide deck is not meant to be a training. Instead, it is to prepare presenters with points to talk about diversity and inclusion.

You can use a subset of the slides or the whole presentation.

There are notes for every slide for what you should say DURING the presentation.

However, the following slides contain **blue boxes (not in the regular deck) for you to address/ answer PRIOR to giving the presentation.**

What is diversity?

For step 2 in notes:

- ❑ Identify your definition of diversity
- ❑ Identify why diversity matters to you?

WHAT ARE THE TYPES OF DIVERSITY?



For step 2 in notes:

- Identify which characteristics you personally embrace

For step 3 in notes:

- Try to answer the questions yourself in order to offer your experiences

Bringing our full selves to work

- Real story

- New manager told an individual that he envisioned all of his subordinates being very outspoken and aggressive.
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For step 1 in notes:

- ☐ Watch the video as specified in the notes

- ☐ **If presenting virtually, send to group prior**

For step 2 in notes:

- ☐ **Answer the questions personally**

How do we help promote an inclusive culture?

2. Respect others' opinions

For step 2 in notes:

- ☐ Identify a team when you felt like you weren't heard

How do we help promote an inclusive culture?

4. Respect others' identities

For step 2 in notes:

- ☐ Describe how something like the Guy Bot has helped / improved your behavior
- ☐ Or, have you ever misidentified someone? Talk about how you felt and how you worked to correct that.
- ☐ Or have you ever been misidentified? Tell about your feelings when it happens.